

LASER THOUGHT™
TRAINING IN THE ROUND™

**Coaching for
Organisational Change**

EXECUTIVE LEADERSHIP PROGRAMMES

Coaching for Organisational Excellence

Learn the essence of coaching successful teams and improving individual performance to support your mission and objectives

INTRODUCTION

Coaching is increasingly being used by organisations as part of a winning leadership and management development strategy. It is an essential tool for any organisation that wishes to develop its most valuable resource, its people.

Coaching is about working with individual and group learning needs rather than simply telling them what to do. It is about going beyond merely improving technical or managerial skills to developing self-esteem, confidence, energy and focus. It is a powerful way to develop individual excellence and the high performance teams which are necessary to the success of every organisation.

CONTENT

Coaching with confidence and integrity:

- Accountability and trust
- Dealing with gaps in performance
- Changing behaviour
- Building confidence and self-esteem
- In-depth development coaching
- Knowledge and skills development

Feedback coaching:

- Developmental
- Motivational
- Behavioural

Planning a coaching session:

- Using the '**Grow Coaching**' model
- Implementing a coaching session
- Arriving at **smarter** objectives
- The Review

How to give feedback:

- Where and when
- **8 winning steps** to success
- Coaching pitfalls to avoid

How to receive feedback:

- The **Sarah** process
- Perception vs. reality
- Stress and confrontation

From coaching to counselling:

- Generous listening
- Educating
- Sponsoring
- Negotiating

OBJECTIVES

- To acquire new skills and identify ways in which you can use coaching as an effective part of training individuals and building powerful teams.
- To introduce a model of motivational feedback which is adopted throughout all levels of the organisation.
- To introduce a system of staff appraisal and goal setting which addresses gaps in performance and improves work behaviour.
- To create a balance between the needs of the individual, the group and the task is the key to success.
- To gain an in-depth understanding of the dynamics and skills required to build and empower successful teams.
- To learn how to give effective feedback, avoiding common mistakes which de-motivate and lead to negative behaviour.

*"We were thrilled with the level of **engagement**, interactivity and deep learning. One guy said it was the **best** class he'd had in 20 years!"*

Kimberley Wiefling
Wiefling Consulting

METHODOLOGY

All Laser Thought™ Executive Programmes facilitated by Julian Simmonds utilize the renowned Training in the Round™ model. This workshop uses a combination of learning activities including interactive exercises, experiential group presentations and improvisation. The workshops are a laboratory atmosphere where participants will improve their communication skills and are encouraged to take risks in accomplishing a variety of tasks.

SEMINAR LEADER



Julian Simmonds is an international marketing and joint venture consultant. During the last 25 years, Julian has focused on strategic communications and international alliance strategies involving launch plans, media presentations, conference and event planning for both the public and private sector. He has worked extensively in the USA, Hong Kong, China, Singapore, Japan, Vietnam and Australia.

Julian is Chairman of Palo Alto Media Group. The PAMG's Emmy Award-winning associates provide communications and media production, consulting and training services. As Chairman of the New Bristol Arts Centre, Julian was responsible for highly successful drama productions from 1981 to 1984. This role reflected his lifelong interest in the theatre, including writing, acting and directing. The evolution and development of his experiential training model, *Training in the Round™*, is based upon the power and energy found in the theatre.

Julian is a specialist in running cross-cultural workshops on Leadership, Communication, Innovation and Creativity. Clients in 2007 include; Mazda, AON, Euroclear Bank, Teijin, Kuraray, Works Infrastructure, British Consulate-General and UK Trade & Investment. He is an adjunct professor at Stanford University, UC Santa Cruz, CSU East Bay, Oxford Brookes, Bristol University and the Hong Kong Management Association.

More information is available online at:
www.LaserThought.com

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DESIGNED FOR

Executives, Managers, Trainers,
Professional Coaches and Counsellors

WORKSHOP MATERIALS

You will receive a copy of the course manual.

LANGUAGE MEDIUM

English

*"The 2006 Australasian Trade and investment Officers conference was acknowledged by our team as a **great success** in achieving its primary objective of **engaging** our staff at all levels in the planning process for reviewing current strategy and operating procedures working in cross-departmental teams throughout Australasia."*

H E The Rt Hon Helen Liddell
British High Commissioner
Australia

